

## Equality Analysis Form / EqIA

By completing this form you will provide evidence of how your service is meeting Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to –*

*(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;*

*(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*

*(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at:

<https://inform.gloucestershire.gov.uk/equality-and-diversity/>

Please see Appendix 1 for a good example of a completed EIA.

[Guidance available on the HUB](#)

### 1. Persons responsible for this assessment:

Name(s): Mike Wardell	Telephone:
	E-Mail: mike.wardell@stroud.gov.uk
Service: Community Services	Date of Assessment: 7 <sup>th</sup> March 24

### 2. Name of the policy, service, strategy, procedure or function:

Grass Cutting
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Is this new or an existing one?

### 3. Briefly describe its aims and objectives

- Change how Stroud District Council (SDC) manage grassed areas to improve health of tree stock by reducing soil compaction to the root system. This increase soil aeration and water retention allowing the tree to access nutrients efficiently and reducing stressors placed upon it.
- Assist with nature recovery and biodiversity through the district by increasing habitat and food sources vital for pollinators, other invertebrates, small mammals

and reptiles.

#### **4. Are there external considerations? (Legislation / government directive, etc)**

SDC has a statutory duty to have a local nature recovery plan and actively pursue a biodiversity net gain agenda.

#### **5. Who is intended to benefit from it and in what way?**

The benefits will not be to individuals but to the wider environment as a whole; this in turn can lead to improved wellbeing from the district's residents. Nature has a direct correlation to health and wellbeing. A connectedness to nature is associated with lower levels of poor mental health, particularly depression and anxiety.

#### **6. What outcomes are expected?**

- Improved nature recovery
- Increased biodiversity
- Decrease soil compaction to trees (i.e reducing stressors to them within SDC control, increasing their health and longevity)
- Improve nature corridors on SDC and GCC land.
- Reduce overall cutting times to improve land management on other grounds maintenance tasks.
- Care will be taken to ensure pavements are safe and accessible, and road sightlines are not obstructed.

#### **7. What evidence has been used for this assessment? (eg Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)**

- Discussions with experts on nature recovery, Strategic lead – nature recovery and biodiversity, SVP
- Reviewed against West Berkshire, Wiltshire & Sheffield
- Discussions with members of the SDC EDI group
- Discussion with Service Delivery manager, independent living

#### **8. Has any consultation been carried out? See list of possible consultees**

- Resident Survey Satisfaction
- Discussions with warden (ex-police service person) regarding potential ASB issues surrounding longer grassed areas (broken window theory).
- Discussion with Senior Housing Officer
- Discussion with SDC ASB and Enforcement Officer

**9. Could a particular group be affected differently in either a negative or positive way?**  
*(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;*  
*Positive – it could benefit and help meet the General Equality duty;*  
*Neutral – neither positive nor negative impact / Not sure)*

<b>Protected Group</b>	<b>Type of impact, reason, and any evidence (from Q7 &amp; 8)</b>
<b>Age</b>	Negative. As people age, they can become more frail, which can have an impact on mobility. Stroud District also has an ageing population so there is an expectation of increased frailty throughout the district over the coming years.
<b>Disability</b>	Visually impaired, or those with reduced mobility may be disadvantaged due to increased height of fauna as additional trip hazards could be considered to be being made on what has traditionally been a more open area
<b>Gender Re-assignment</b>	neutral
<b>Pregnancy &amp; Maternity</b>	neutral
<b>Race</b>	neutral
<b>Religion – Belief</b>	neutral
<b>Sex</b>	neutral
<b>Sexual Orientation</b>	neutral
<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	Neutral
<b>Rural considerations:</b> le Access to services; transport; education; employment; broadband;	Negative

**10. If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?**

**Please transfer any actions to your Service Action plan on Excelsis.**


<b>Action(s):</b>	<b>Lead officer</b>	<b>Resource</b>	<b>Timescale</b>
<b>Clear, logical pathways will be cut through open spaces (this will also have the benefit of keeping the area looking intentionally managed, reducing the ‘broken window effect and helping to mitigate any ASB risks), where possible following any unofficial footpaths that had</b>	Mike Wardell	Ubico	Ongoing, but to start at implementation of grass cutting change

previously been walked in to minimise this impact. All marked footpaths and pavements will be kept free to ensure safe accessibility is maintained, with additional resources going into this endeavour utilised from the time savings of reduced mowing. This action is the same to combat potential risk for both older people and those with disability.			

**Declaration**

I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure, or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

<b>Completed by: M. Wardell</b>	<b>Date:</b>
<b>Role: Senior Community Services Officer</b>	<b>7<sup>th</sup> March 2024</b>
<b>Countersigned by Head of Service:</b>  	<b>Date:</b> <b>8<sup>th</sup> March 2024</b>

**Date for Review: Please forward an electronic copy to [policy@stroud.gov.uk](mailto:policy@stroud.gov.uk)**